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ABSTRACT

The results of a national survey of salaries at public community colleges in 39 states and Puerto Rico are presented. The survey data were collected for the 1972-73 year in seven states and for 1973-74 in the rest of the states. The report is divided into six sections that correspond to the six questions on the questionnaire, which were as follows: (1) Including all ranks, what is the total range of faculty salaries in your state? (2) If you can, please provide a median salary figure (instructor, assistant professor, associate professor, professor, all ranks). (3) What is the salary range of administrators? (4) Are the above salaries established by local board, state board, legislature, local college administration, other? (5) Deviations from established salary ranges may be approved at what level? (6) By what method or justification are salaries increased? The survey data are provided in six tables, and the questionnaire is given in an appendix to the report. (DB)

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Submitted by:

Institute of Higher Education
Gainesville, Florida

for the

UF/FSU Center for State and Regional Leadership

REPORT ON STATE SALARIES IN PUBLIC COMMUNITY/JUNIOR COLLEGES FOR NATIONAL COUNCIL OF STATE DIRECTORS OF COMMUNITY/JUNIOR COLLEGES

By

James L. Wattenbarger and Alan V. Bielen

August, 1974

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Introduction

This report is the result of a request by the National Council of State Directors of Community and Junior Colleges (NSCDCJC) to the Center for State and Regional Leadership (UF/FSU) for a national survey of salaries at public community colleges. The report was compiled from the data received from the questionnaire contained in Appendix I. This questionnaire was submitted to State Directors and compiled by the Institute of Higher Education, University of Florida.

Respondents

Thirty-nine states and Puerto Rico responded to the questionnaire. These responses comprised about 88% of the public community/junior colleges in the United States and Puerto Rico. Of the 39 states responding two states did not provide any data. They were South Dakota, which does not have any community colleges, and Idaho, which will begin the collection of this type of data next year. Connecticut provided two sets of data for colleges within that state. They are indicated separately as "Connecticut Community Colleges" and "Connecticut Technical Colleges." Finally those states

providing data for 1972-73 were indicated by use of an asterisk (*) next to the data they provided. These states were: California, Georgia, Massachusetts, Missouri, New Jersey, North Carolina, and Wisconsin. All others provided data for 1973-74.

Report on the Data Received

The remainder of this report will be divided into six sections. Each section represents the data received and corresponds to the numbered question on the questionnaire; e.g. Section 1 reports the data received in Question #1 on the questionnaire, and so on through Section 6 and Question #6.

Section 1

This section is a representation of the data received in response to Question #1 on the questionniare (see Appendix 1). Tables 1A through 1G depict the data received. Table 1A is an alphabetical list of those states responding to the question as written for the 9-10 month salary schedule for faculty positions. Table 1B provides a ranking, median and mean for the "lower" and "upper" range for all the states responding to that question as it was written in the questionniare. Tables 1C and 1D indicate those states that submitted data slightly different than the format requested. The data were reported as received since an altered representation of the data would be counterproductive to the utility of this report. No median or mean was calculated because of the small number of responses in Tables 1C and 1D.

Table 1E is an alphabetical list of those states responding to the question as written for the 12 month faculty salary schedule. Table 1F provides a ranking, median and mean of the "lower" and "upper" range for all the states responding to that question as it was written in the questionnaire. Table 1G indicates those states who specifically indicated that the 12 month salary schedule for faculty was based on a proportion of the 9 month salary schedule. The proportion used for the respective states is also provided. No median or mean was calculated because of the small number of responses.

There is no report relating to the question on part-time faculty. This part of the data analysis was eliminated at the discretion of the IHE because of the paucity of data.

TABLE 1A

The Total Range of Faculty Salaries Within the States
That Are Based on a 9-10 Month Salary Schedule

State	Salary Range	
	Low	High
Arizona	8,000	16,867
Arkansas	7,200	12,538
Connecticut C.C.	11,160	19,898
Connecticut T.C.	11,048	21,057
Florida	6,666	15,700
*Georgia	6,030	17,000
Hawaii	7,596	17,964
Illinois	6,250	24,540
Iowa	6,000	15,391
Maryland	7,800	23,999
*Massachusetts	8,762	21,806
Michigan	6,620	23,267
Minnesota	7,335	17,294
Montana	7,000	24,000
Nebraska	6,446	14,620
Nevada	8,140	14,630
New York	6,982	32,397
*North Carolina	6,000	18,000
Oklahoma	9,350	11,403
Oregon	7,000	18,499
Pennsylvania	7,000	21,000
Rhode Island	8,500	17,500
Tennessee	8,156	13,822
Texas	6,400	20,307
Virginia	8,000	16,000
Washington	7,565	19,186
*Wisconsin	7,500	18,000
Wyoming	6,950	15,600

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TABLE 1B

Ranking of the Total Range of Faculty Salaries Within the States That Are Based on a 9-10 Month Salary Schedule

State	Lower End of Range (ascending)	State	Upper End of Range (descending)
Iowa	6,000	New York	32,397
*North Carolina	6,000	Illinois	24,540
*Georgia	6,030	Montana	24,000
Illinois	6,250	Maryland	23,999
Texas	6,400	Michigan	23,267
Nebraska	6,446	*Massachusetts	21,806
Michigan	6,620	Connecticut T.C.	21,057
Florida	6,666	Pennsylvania	21,000
Wyoming	6,950	Texas	20,307
New York	6,982	Connecticut C.C.	19,898
Montana	7,000	Washington	19,186
Oregon	7,000	Oregon	18,499
Pennsylvania	7,000	*North Carolina	18,000
Arkansas	7,200	*Wisconsin	18,000
Minnesota	7,335	Hawaii	17,964
*Wisconsin	7,500	Rhode Island	17,500
Washington	7,565	Minnesota	17,294
Hawaii	7,596	*Georgia	17,000
Maryland	7,800	Arizona	16,867
Arizona	8,000	Virginia	16,000
Virginia	8,000	Florida	15,700
Nevada	8,140	Wyoming	15,600
Tennessee	8,156	Iowa	15,391
Rhode Island	8,500	Nevada	14,630
*Massachusetts	8,762	Nebraska	14,620
Oklahoma	9,350	Tennessee	13,822
Connecticut T.C.	11,048	Arkansas	12,538
Connecticut C.C.	11,160	Oklahoma	11,403
Median	7,268	Median	17,982
Mean	7,552	Mean	18,647

TABLE 1C

States That Gave Averages in Reporting the Range of Faculty Salaries on a 9-10 Month Schedule

State	Range Using Averages	
	Low	High
Kansas	8,445	11,346
Mississippi	8,023	10,760
*Missouri	9,123	12,613
*New Jersey	9,044	21,928

TABLE 1D

States That Gave Estimates on Rpeorting the Range of Faculty Salaries on a 9-10 Month Schedule

State	Range Using Averages	
	Low	High
*California	Below 6,500	Above 22,000
Colorado	7,000	Above 14,000

TABLE 1E[a]

The Total Range of Faculty Salaries Within the States Based on a 12 Month Salary Schedule

State	Salary Range	
	Low	High
Alaska	8,900	27,000
Arkansas	11,328	15,188
Florida	9,000	27,794
Hawaii	8,868	21,102
Iowa	7,200	18,803
Maryland	10,499	25,999
Nebraska	8,000	13,525
Nevada	10,780	16,380
*North Carolina	8,000	24,000
Pennsylvania	11,000	20,178
Puerto Rico	8,880	18,240
South Carolina	8,000	18,000
Tennessee	10,133	15,918
Virginia	10,666	21,333
*Wisconsin	9,000	20,000

[a]It should be noted that the above states did not indicate whether or not the 12 month salary schedule was proportional or in some other way based on the 9-10 month salary schedule. Those states that did indicate this was the case are listed in Table 1G.

TABLE 1F

Ranking fo the Total Range of Faculty Salaries Within the States That are Based on a 12 Month Salary Schedule

State	Lower End of Range (ascending)	State	Upper End of Range (descending)
Iowa	7,200	Florida	27,794
Nebraska	8,000	Alaska	27,000
*North Carolina	8,000	Maryland	25,999
South Carolina	8,000	*North Carolina	24,000
Hawaii	8,868	Virginia	21,333
Puerto Rico	8,880	Hawaii	21,012
Alaska	8,900	Pennsylvania	20,178
Florida	9,000	*Wisconsin	20,000
*Wisconsin	9,000	Iowa	18,803
Tennessee	10,133	Puerto Rico	18,240
Maryland	10,499	South Carolina	18,000
Virginia	10,666	Nevada	16,380
Nevada	10,780	Tennessee	15,918
Pennsylvania	11,000	Arkansas	15,188
Arkansas	11,328	Nebraska	13,525
Median	9,000	Median	20,000
Mean	9,350	Mean	20,225

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TABLE 1G

States That Indicated a 12 Month Salary Schedule for Faculty

Based on a Proportion of the 9-10 Month Salary Schedule

State	Proportion
Colorado	9 month salary + 25-30% increase
Mississippi	equivalent increase
*New Jersey	9 month salary + 20% increase
Rhode Island	9 month salary + 20% increase

Section 2

This section is a representation of the data received in response to Question #2 on the questionnaire (see Appendix I). Tables 2A, 2B, and 2C depict the data received. Table 2A is a ranked list of states' median salary for faculty position, i.e., Instructor, Assistant Professor, Associate Professor, and Professor. A listing also provided for a median salary for "all ranks." A mean and median of the listed salaries is also provided at the bottom of each faculty position and for "all ranks."

Table 2B is a listing of median faculty salaries in states that do not use faculty ranking. The median used is one for all faculty positions. A mean and median of these salaries is also provided.

Table 2C is a listing of those states that provided averages rather than median faculty salaries. The list is an average for all faculty positions in the state indicated.

TABLE 2A

Ranking of the Median Salary for Faculty Positions

(in ascending order) in the States Listed

Instructors		Asst. Profs.		Assoc. Profs.		Professors		All Ranks	
State	Salary	State	Salary	State	Salary	State	Salary	State	Salary
TN	8,980	TN	10,311	TN	11,713	TN	12,316	TN	9,945
*GA	9,203	*GA	10,702	*GA	12,354	*GA	13,768	*GA	10,694
VA	9,232	VA	11,141	PR	12,500	PR	13,920	VA	10,758
MD	9,862	PR	11,520	VA	12,958	AK	14,750	UT	11,014
RI	10,000	PA[a]	11,632	AK	13,250	VA	15,509	PR	12,150
*MA	10,045	*MA	12,011	PA[a]	13,850	RI	16,750	*NJ[a]	12,524
PR	10,560	*NJ[a]	12,737	*MA	14,397	*MA	17,988	RI	13,000
PA	10,714	CT(CC)	12,877	RI	14,500	CT(CC)	18,601	*MA	13,610
*NJ	10,758	RI	13,000	*NJ[a]	15,184	*NJ[a]	18 868	MD	13,731
NY	11,198	MD	13,168	CT(CC)	15,230	CT(TC)	19,158	*WI	14,000
CT(CC)	11,403	CT(TC)	13,548	MD	15,947	MD	20,285	CT(TC)	15,039
CT(TC)	11,856	NY	13,814	NY	16,523	NY	20 592	*CA[b]	16,500
IA	11,913	AK	14,750	CT(TC)	16,530	Median	17,379	AK	19,000
WI	12,500	Median	12,737	Median	14,397	Mean	16,875	Median	13,000
AK	13,250	Mean	12,401	Mean	14,234			Mean	13,228
Median	10,714								
Mean	10,765								

[a]States reporting means rather than medians

[b]Estimate

TABLE 2B

Ranking of States Reporting Median Salary for All Faculty Positions (ascending order) in States That Do Not Use Faculty Ranking

State	Salary	State	Salary
Kansas	10,241	Illinois	13,037
Oklahoma	10,293	Minnesota	13,833
Wyoming	10,700	Hawaii	14,161
Nevada	11,980	Washington	14,200
South Carolina	12,000	Median	12,162
Iowa	12,162	Mean	12,260
Oregon[b]	12,250		

[b]Estimate

TABLE 2C

Ranking of States Reporting Average Salary for All Faculty Positions (ascending order)

State	Salary
Mississippi	9,753
Nebraska	10,484
Arkansas	10,535
*Missouri	10,545
Colorado	11,103
Michigan	15,534
Median	10,540
Mean	11,326

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Section 3

This section is a representation of the data received in response to Question #3 on the questionniare (see Appendix I). Tables 3A-3E depict the data received. Table 3A is an alphabetical list of those states responding to the question as written for the 12 month salary schedule for administrators. Table 3B provides a ranking, median and mean for all states responding to questions concerning the 12 month salary schedule for administrators.

Table 3C depicts the salary for administrators in a 9-10 month schedule as reported by the responding states.

Table 3D depicts the range of 12 month salary schedules for administrators reported with averages rather than medians.

Table 3E depicts those states that reported the salaries for only selected administrative positions.

No calculations for range, medians and mean were performed in Tables 3C, 3D and 3E because of the small number of states reporting.

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TABLE 3A

Salary Range for Administrators on

12 Month Salary Schedule

State	Salary Range	
	Lower	Upper
Alaska	21,000	39,000
Arizona	11,500	38,381
Colorado	9,000	34,000
Connecticut C.C.	12,922	30,974
Connecticut T.C.	16,398	30,974
Florida	10,407	46,241
*Georgia	29,650	32,300
Iowa	9,647	27,500
Kansas	11,300	23,500
Maryland	5,047	42,326
*Massachusetts	99,630	27,997
Minnesota	17,867	27,500
*Missouri	7,350	39,562
Montana	7,000	35,000
Nebraska	11,000	30,000
Nevada	12,540	30,500
New York	5,318	47,500
*North Carolina	8,400	25,200
Oklahoma	22,500	40,000
Pennsylvania	5,500	43,700
Puerto Rico	3,480	27,000
Rhode Island	11,950	30,830
South Carolina	8,500	19,000
Tennessee	8,250	26,500
Texas	10,000	53,000
Virginia	10,666	24,000
Washington	9,259	36,501
*Wisconsin	15,500	33,500

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TABLE 3B

Ranking of the Range of Administrator Salaries on 12 Month Salary Schedule

State	Lower End of Range (ascending)	State	Upper End of Range (descending)
Puerto Rico	3,480	Texas	53,000
Maryland	5,047	New York	47,500
New York	5,318	Florida	46,241
Pennsylvania	5,500	Pennsylvania	43,700
Montana	7,000	Maryland	42,326
*Missouri	7,350	Oklahoma	40,000
Tennessee	8,250	*Missouri	39,562
*North Carolina	8,400	Alaska	39,000
South Carolina	8,500	Arizona	38,381
Colorado	9,000	Washington	36,501
Washington	9,259	Montana	35,000
*Massachusetts	9,630	Colorado	34,000
Iowa	9,647	*Wisconsin	33,500
Texas	10,000	*Georgia	32,300
Florida	10,407	Connecticut C.C.	30,974
Virginia	10,666	Connecticut T.C.	30,974
Nebraska	11,000	Rhode Island	30,830
Kansas	11,300	Nevada	30,500
Arizona	11,500	Nebraska	30,000
Rhode Island	11,950	*Massachusetts	27,997
Nevada	12,540	Iowa	27,500
Connecticut C.C.	12,922	Minnesota	27,500
*Wisconsin	15,500	Puerto Rico	27,000
Connecticut T.C.	16,398	Tennessee	26,500
Minnesota	17,867	*North Carolina	25,200
Alaska	21,000	Virginia	24,000
Oklahoma	22,500	Kansas	23,500
*Georgia	29,650	South Carolina	19,000
Median	10,203	Median	31,637
Mean	11,485	Mean	33,696

TABLE 3C

States That Indicated They Had Some Administrators on a 9-10 Month Salary Schedule

State	Salary Range	
	Lower	Upper
Connecticut T.C. (10 mo.)	13,426	16,570
Iowa	11,450	14,192
*North Carolina	6,300	18,500
Washington	10,971	19,206

TABLE 3D

States That Reported the Range of 12 Month Salary Schedules for Administrators in Terms of Averages Rather Than Medians

State	Salary Range	
	Lower	Upper
Mississippi (top 3 positions)	14,613	23,353
*New Jersey	12,102	31,831

TABLE 3E

State	Salary Range	
	Lower	Upper
Arkansas (top 4 positions)	15,130	24,000
Michigan (Dean and above exclusive of President)	14,000	31,415

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TABLE 4

Agencies That Established Salaries in States Listed

State	Local Board	State Board	Legis-lature	Local College Administration	Other
Alaska				X	
Arizona	X				
Arkansas	X	X			
California	X				
Colorado	X	X		X	
Connecticut C.C.		X			
Connecticut T.C.		X			
Florida	X				
Georgia				X	State Board of Regents
Hawaii		X			
Illinois	X	X			
Iowa	X		X		
Kansas	X				
Maryland	X				
Massachusetts		X			
Michigan	X			X	
Minnesota		X			Faculty Association
Mississippi	X				
Missouri	X			X	
Montana		X			
Nebraska	X				
Nevada					Board of Regents
New Jersey	X				
New York	X			X	Collective Negotiations
North Carolina	X	X			
Oklahoma	X				
Oregon	X				
Pennsylvania	X				
Puerto Rico		X			
Rhode Island		X			
South Carolina	X	X			
Tennessee		X			
Texas	X				
Utah				X	
Virginia		X			
Washington				X	
Wisconsin	X				
Wyoming	X				

Section 5

This section is a representation of those agencies that approve deviations from the established salary ranges. Table 5 depicts those states that approve deviations from the established salary ranges in the agencies designated in the questionniare (see Appendix I).

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TABLE 5

Agencies That Approve Deviations from the Established Salary Ranges for the States Listed

State	Local Board	State Board	Legis-lature	Local College Administration	Other
Alaska				X	
Arizona	X				
Arkansas	X	X	X		
California	X				
Colorado	X			X	
Connecticut C.C.		X			
Connecticut T.C.		X			
Florida	X				
Georgia				X	
Hawaii		X			
Illinois	X				
Iowa	X				
Kansas	X				
Maryland	X				
Massachusetts		X			
Michigan	X				
Minnesota			X		
Mississippi	X				
Missouri	X			X	
Montana		X			
Nebraska	X				
Nevada					Pres. & Board of Regents
New Jersey					
New York	X			X	Collective Negotiations
North Carolina		X			
Oklahoma	X				
Oregon	X				
Pennsylvania	X				
Puerto Rico		X			
Rhode Island		X			
South Carolina	X	X			
Tennessee		X			
Texas	X				
Utah				X	
Virginia		X			
Washington				X	
Wisconsin	X				
Wyoming	X				

Section 6

This section is a representation of those methods used by the states to justify increases in salaries. Table 6 depicts those methods (see Appendix I) used by the states indicated to justify increases in salaries.

Since the majority of states used combinations of the methods cited in Question #6, it was determined by the IHE that it would be informative to cite the number of times each method was used either alone or in combination. Figure 1, shown below depicts the number of times each of the methods and "others" were cited as a means to increase salaries.

FIGURE 1

Merit	29
Longevity	22
Cost of Living	24
Others	
Negotiations	3
Legislation	3
Additional Education	2

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TABLE 6

Justification or Methods Cited to
Increase Salaries in the States Listed

State	Merit	Longevity	Cost of Living	Other
Alaska	X		X	
Arizona	X		X	Academic Achievement
Arkansas	X	X	X	Market
California	X	X	X	
Colorado	X			Annual Legislation
Connecticut C.C.		X		Legislative Action
Connecticut T.C.		X		Increments
Florida	X	X	X	
Georgia	X			
Hawaii	X		X	
Illinois	X	X	X	
Iowa	X	X	X	
Kansas	X	X	X	
Maryland			X	
Massachusetts	X		X	
Michigan	X	X	X	Training
Minnesota		X		
Mississippi		X		Additional Education
Missouri	X	X	X	
Montana	X			
Nebraska	X		X	
Nevada	X	X	X	
New Jersey	X			Annual Negotiations
New York	X		X	
North Carolina	X	X		Legislation
Oklahoma	X	X		
Oregon	X	X	X	
Pennsylvania	X	X		Contract
Puerto Rico	X	X	X	
Rhode Island		X	X	Union Contract
South Carolina	X		X	
Tennessee	X			
Texas		X	X	
Utah	X		X	
Virginia	X			
Washington	X	X	X	
Wisconsin				Union Negotiation
Wyoming		X	X	

Concluding Comments

The contents of this report are descriptive in nature and no comparative inferences should be drawn. Any generalization or extensions of these data for comparative analysis would be statistically unsound and not recommended by the IHE. It does not appear to be appropriate to draw a profile of states from the information requested because of the many variables that exist within each state. It is hoped that this information can serve those who requested it in a manner suited to their individual needs.

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APPENDIX I

State_____

Check One Year of
Reported Information
1973-74_____
1972-73_____

1. Including all ranks, what is the total range of faculty salaries in your state?

   9 or 10 months _____ to _____

   12 months _____ to _____

   part-time _____ to _____

2. If you can, please provide a median salary figure as follows:

   Instructor _____

   Asst. Professor _____

   Assoc. Professor_____

   Professor _____

   All Ranks _____

   Note: If most of your community colleges have no ranking system, please indicate the median salary for all faculty positions in the following space _____

3. What is the salary range for administrators?

   9 or 10 months _____ to _____

   12 months _____ to _____

4. Are the above salaries established by:

   Local Boards _____ Local College Administration _____

   State Board _____ Other (specify)_____ _____

   Legislature _____

5. Deviations from established salary ranges may be approved at what level?

   Local Boards _____ Local College Administration _____

   State Board _____ Other (specify) _____ _____

   Legislature _____

6. By what method or justification are salaries increased?

   Merit _____ Cost of living _____

   Longevity _____ Other (specify) _____ _____